



Anti-Bullying Policy

For further advice and guidance in relation to this policy, please contact HR ONE at hrdirect@devon.gov.uk or on 01392 385555.

**This policy was adopted by the Governing Body of
Bradley Barton Primary School and Nursery on March 2017**

Date of Review: March 2026

Date of Review: March 2027

At Bradley Barton Primary School, we are proud to be a welcoming and inclusive community where every child, family member and member of staff is valued and respected. We are committed to ensuring that everyone is treated fairly and with kindness. We believe that all children have the right to feel safe, happy and supported so they can fully enjoy their learning and school life.

Our school is built on mutual trust, respect and strong relationships. We work continually to create a positive environment that nurtures confidence and self-belief, encouraging our children to grow into resilient, independent and thoughtful learners who are well prepared for the next stage of their education and for life in the wider community.

Bullying of any kind is not accepted at our school and will always be taken seriously. We are clear that everyone deserves to be treated with respect, and we support children in understanding the impact of their behaviour and in developing more positive ways to relate to others.

By actively promoting kindness, inclusion and good behaviour, we aim to maintain a safe and caring environment where every pupil at Bradley Barton Primary School can thrive, achieve their potential and feel proud to belong.

Statutory Duty

Headteachers have a legal duty under the School Standards and Framework Act 1998 to draw up procedures to prevent bullying among pupils and to bring these procedures to the attention of staff, parents/carers and pupils.

Bullying may be defined as deliberately hurtful behaviour, repeated over a period of time. By bullying, we mean the behaviour is **persistent**.

Bullying can be:

- Emotional being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures), ridicule, humiliation,
- Verbal name-calling, sarcasm, spreading rumours, threats, teasing, making rude remarks, making fun of someone,
- Physical pushing, kicking, hitting, pinching, throwing stones, biting, spitting, punching or any other forms of violence, taking or hiding someone's things,
- Racist racial taunts, graffiti, gestures, making fun of culture and religion,
- Sexual unwanted physical contact or sexually abusive or sexist comments,
- Homophobic because of/or focussing on the issue of sexuality,
- Online/cyber setting up 'hate websites', sending offensive text messages, emails and abusing the victims via their mobile phones,
- Any unfavourable or negative comments, gestures or actions made to someone relating to their disability or special educational needs.

What is bullying?

The Anti-Bullying Alliance (ABA) definition of bullying is:

Bullying is the repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. It can happen face to face or online.

It is important to understand that bullying is not the odd occasion of falling out with friends, name calling, arguments or when the occasional trick or joke is played on someone. It is bullying if it is done **Several Times On Purpose (STOP)**. Children sometimes fall out or say things because they are upset. When occasional problems of this kind arise, it is not classed as bullying.

Developing a Telling School

Bradley Barton Primary School is a 'telling school'. We use the acronym S.T.O.P to help children to understand what bullying is and how they can deal with it.

S.T.O.P: bullying is **S**everal **T**imes **O**n **P**urpose

S.T.O.P: **S**tart **T**elling **O**ther **P**eople

The staff and governors of Bradley Barton Primary School are committed to ensuring an environment where victims feel empowered to speak up without experiencing fear, embarrassment or shame. Relationships between staff and pupils are strong and pupils know that they have adults around them who will listen to what they have to say.

The school employs several strategies to enable bullying to be uncovered:

- Developing positive relationships between adults and staff
- Developing positive relationships between adults and parents/carers
- Clear and consistent rewards and sanctions
- Parental surveys
- Pupil surveys
- Parental consultations
- School Council meetings
- Circle-time activities
- PSHE sessions
- Pastoral support

In response to a bullying incident, we will...

- Talk to the individuals involved and any witnesses using a restorative approach.
- Identify the bully and talk about what has happened to discover why they became involved. Make it clear that bullying is not tolerated.
- Keep a record of the incident through CPOMs.
- Keep a log of any on-going concerns through CPOMs.
- Involve all parties together to discuss the issues if agreed by all parties and create an action plan identifying next steps and any on-going support which is required.
- Support and empower children to resolve conflicts and understand their role in the issues.
- Establish an agreement between the children where needed.
- Inform parents - make it clear that bullying is not tolerated.
- When appropriate, support children individually or together.

Consequences following reports of bullying

Any consequences will be applied in accordance with the school's behaviour policy and will always aim to take account of the severity of the incident, any aggravating or mitigating factors and the need to ensure the safety of students at all times. We also recognise some students will need additional support to help them recognise and change their behaviour.

Supporting the pupil who has been bullied

At Bradley Barton Primary School, we are fully aware that as a caring school, we have a responsibility to provide support to the child who has been bullied. The nature and level of support will depend on the circumstances and level of need for each case. After engaging with parents, responses may include a quiet word from a teacher, who knows the pupil well, asking the school's pastoral team to provide support.

At Bradley Barton Primary School, we recognise that the behaviours of a bully are sometimes the result of their own lived experiences, in and/or out of school. Bullies are often victims themselves and also require support to manage emotions and behaviours positively. Staff take a restorative approach when working with the child who has been bullying; the bully is supported to reflect on and change behaviours. We will work with the child, and parents, to resolve issues and repair relationships. The child, who has shown bullying behaviours, will be closely monitored to ensure that there is no repeat behaviour. The school's pastoral team may provide support.

Bullying which occurs outside school premises

At Bradley Barton Primary School, we recognise that bullying does not always take place within the school gates and may occur beyond the school premises, including online or within the local community. While parents and carers hold primary responsibility for children outside of school hours, the school has a duty to respond to incidents of bullying that impact pupils' wellbeing, safety or learning. Where such concerns are reported, we will take them seriously, investigate appropriately and work in partnership with families and, where necessary, external agencies to address the issue. Our aim is to ensure that all pupils feel safe and supported, both in school and

in situations where out-of-school behaviour affects their experience at Bradley Barton Primary School.

Monitoring and Review

At Bradley Barton Primary School, governors play a strategic role in ensuring that effective measures are in place to prevent and address bullying. They are responsible for approving, reviewing and monitoring the school's anti-bullying policy to ensure it reflects current legislation and best practice. Governors hold the Headteacher and senior leaders to account for how bullying incidents are managed, ensuring that procedures are followed consistently and fairly.

The governing body also monitors patterns and data related to behaviour and bullying, asking appropriate questions to ensure that all pupils feel safe and supported. While governors are not involved in investigating individual cases, they ensure that robust systems are in place, that concerns are taken seriously, and that the school maintains a positive, respectful culture where bullying is not tolerated.

Name of organisation	Telephone number	Website
Act Against Bullying	0845 230 2560	www.actagainstbullying.com
Advisory Centre for Education	0207 704 3370	www.ace-ed.org.uk
Anti-bully	not available	www.antibully.org.uk
Anti-Bullying Alliance (ABA)	0207 843 1901	www.anti-bullyingalliance.org.uk
Anti-bullying Network	0131 651 6103	www.antibullying.net
Beatbullying	0845 338 5060	www.beatbullying.org.uk
Bully Free Zone	01204 454 958	www.bullyfreezone.co.uk
Bullying Online	020 7378 1446	www.bullying.co.uk
BBC	not available	www.bbc.co.uk
Childline	0800 1111 (helpline for children)	www.childline.org.uk
Kidscape	020 7730 3300 (general enquiry number)	
	08451 205 204 (helpline for adults only)	www.kidscape.org.uk
NSPCC	0207 825 2500	www.nspcc.org.uk
Parentline Plus	0808 800 2222	www.parentlineplus.org.uk
The Children's Legal Centre	0800 783 2187	www.childrenslegalcentre.com